



WORKFORCE DEVELOPMENT BOARD MEETING AGENDA

VISION: The Workforce needs of employers and job seekers in San Luis Obispo County are met.

Date: Thursday, February 05, 2026

Time: 8:30 AM – 10:30 AM

Location: The Cliffs Hotel and Spa, 2757 Shell Beach Road, Pismo Beach, CA 93449

- MEMBERS:**
Isiah Gomer
 Chair
 Paso Robles Waste & Recycle
William Hills
 Vice-Chair
 United Staffing Associates, LLC
David Baldwin
 Pipe Trades Local 403
Josh Cross
 Atascadero Chamber of Commerce
Ian Journey
 Journey Engineering, Inc.
Cheryl London
 Templeton Adult Education
Danielle McIntire
 The Cliffs Hotel & Spa
Justin McIntire
 Department of Rehabilitation
Veronica Orozco
 Employment Development Department
Julie Sinton Pruniski
 REACH
Angela Rayfield
 Rantec Power Systems
Mark Simonin
 Local IBEW 639
Ryan Stanley
 Operating Engineers Local 12
Verena Latona-Tahlman
 Cannon Corporation
Angela Toomey
 Morris & Garritano Insurance
Patrick Woolpert
 Compass Health, Inc.

- 1. Call to Order and Introductions** *Isiah Gomer*
- 2. Public Comment**
- 3. Presentation:**
 - 3.1 First 5 SLO County & CAPSLO - Child Care Careers *Wendy Wendt/
Shana Paulson*
 - 3.2 SLO County Family-Friendly Workplaces Initiative *Christina Lefevre
Latner
Isiah Gomer*
- 4. Consent Items:**
 - 4.1 Approve the November 6, 2025, Minutes
 - 4.2 Review and Approve WDB Member Appointment
- 5. Action Items:**
 - 5.1 Review and Approve Revisions to Local Policy 12-19 Stipends and Incentive Payments Policy *Diana Marin*
- 6. Discussion Items:**
 - 6.1 Special Grants Update *Dawn Boulanger*
 - 6.2 Receive FY 25-26 Q2 Eckerd WIOA Youth Contract Performance Report *Diana Marin*
 - 6.3 Receive FY 25-26 Q2 Eckerd WIOA Adult, Dislocated Worker Contract Performance Report *Diana Marin*
 - 6.4 Receive FY 25-26 Q2 Eckerd Rapid Response Contract Performance Report *Diana Marin*
- 7. Administrative Entity Update:**
 - 7.1 Receive Director Update *Dawn Boulanger*
 - 7.2 Receive and Review Fiscal Update *Dawn Boulanger*
- 8. Reports:**
 - a.) Executive Committee and Chairperson Report *Isiah Gomer*
 - b.) Board Member Workforce Development Updates *All*
- 9. Next Meeting: May 07, 2026**
 Location: Atascadero Chamber of Commerce, 6907 El Camino Real #A, CA 93422
- 10. Adjournment** *Isiah Gomer*

This Workforce Innovation and Opportunity Act (WIOA) Title I-funded program or activity is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. For TTY dial 711. This project is funded 100% with federal WIOA funds awarded to the Workforce Development Board of San Luis Obispo County by the U.S. Department of Labor's Employment and Training Administration in the amount of \$618,215 for WIOA Adults, \$515,549 for WIOA Dislocated Workers, \$911,495 for WIOA Youth, \$155,662 for WIOA Rapid Response, and \$58,838 for WIOA Layoff Aversion.

Early Care & Education Workforce in SLO County

Presented by:
Shana Paulson
Wendy Wendt
Maggie Payne
Raechelle Bowlay



What is Early Care & Education?

Child Care

Day Care

Preschool

Early Learning

Centers

Family Child Care

Head Start & Early Head Start



Who is the Early Care & Education Workforce?

Child Care Owner / Operator
Child Care Program Staff



Early Care & Education Workforce Study

The Center for the Study of Child Care Employment (CSCCE) ECE Workforce Study utilized comprehensive surveys and data analysis to assess the early care and education landscape in California with an additional focus on SLO County. Key findings highlight workforce demographics, supply-demand gaps, and significant implications for the local economy and community welfare.



Workforce Trends

Current dynamics in early education

Aging Workforce

The early care and education (ECE) workforce is aging, with many professionals nearing retirement age, leading to potential gaps in experienced educators and increased demand for new talent.

Recruitment Challenges

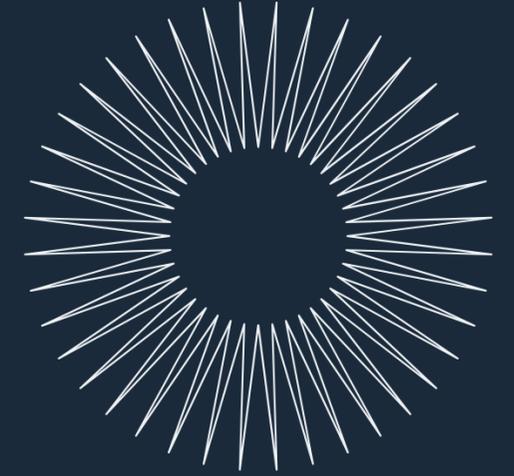
Attracting new talent to the ECE field poses significant challenges, including competition with higher-paying professions and the need to highlight the rewarding nature of working with young children.

Retention Issues

High turnover rates in the ECE workforce create instability, impacting both the quality of care and the sustainability of early childhood education programs, emphasizing the need for improved support and compensation.

ECE workforce is highly educated

ECE workforce rate of college education



89%

Assistant Teachers

99%

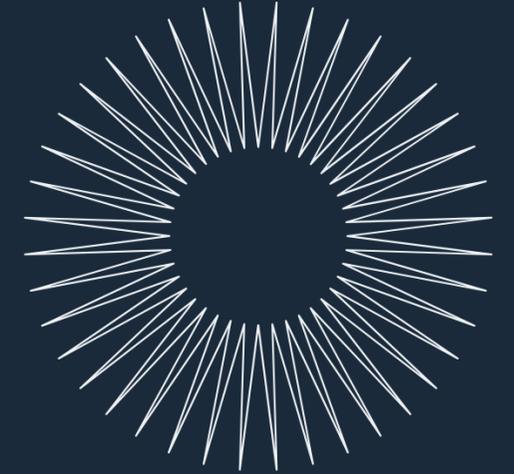
Lead Teachers

75%

Family Child Care

ECE workforce is highly experienced

ECE workforce have more than 6 years of experience



52%

Assistant Teachers

88%

Lead Teachers

87%

Family Child Care

ECE workforce retention rate

The **turnover rate** within the early care and education workforce stands at a staggering 60%, indicating significant challenges in retaining qualified professionals in SLO County.

41%

Assistant Teachers

24%

Lead Teachers

32%

Family Child Care

Child Care Shortage

Understanding the gaps and implications

Supply Challenges

The current **shortage of child care slots** in SLO County impacts families significantly, limiting their ability to pursue work opportunities while ensuring their children receive quality care.

Economic Implications

A lack of accessible child care not only affects family dynamics but also creates broader economic consequences, leading to reduced workforce participation and hindering local business growth.

Wage and Benefit Challenges

The early care and education workforce faces significant **wage and benefit challenges** that impact recruitment and retention. Many providers struggle with low compensation, making it difficult to attract and maintain qualified staff, ultimately affecting the quality of care provided to children.

49% *receive public assistance*

\$29/hour *top of pay scale*



Regional Solutions

Child Care Coalition

The overarching goal of the **Uplift Child Care Coalition** (Coalition) is to bring together the brightest minds to ignite innovation and reinforce child care as an integral component of an equitable and thriving Central Coast economy.

The Coalition aims to unite cross-sector partners and coordinate regional efforts in order to:

- Facilitate shared learning
- Document promising practices
- Activate regional advocacy
- Advance replication and scaling of promising practices

Best Practice Portfolio?

The Portfolio of best practices showcases projects (e.g. initiatives, models, programs, strategies, etc.) that center child care as a key driver of economic mobility throughout California's Central Coast. The Portfolio features real solutions that promote collective impact. This groundbreaking platform promises to open doors to new partnerships, expand influence, and build capacity to improve the economy in the Central Coast.



Local Solutions: Resource and Referral

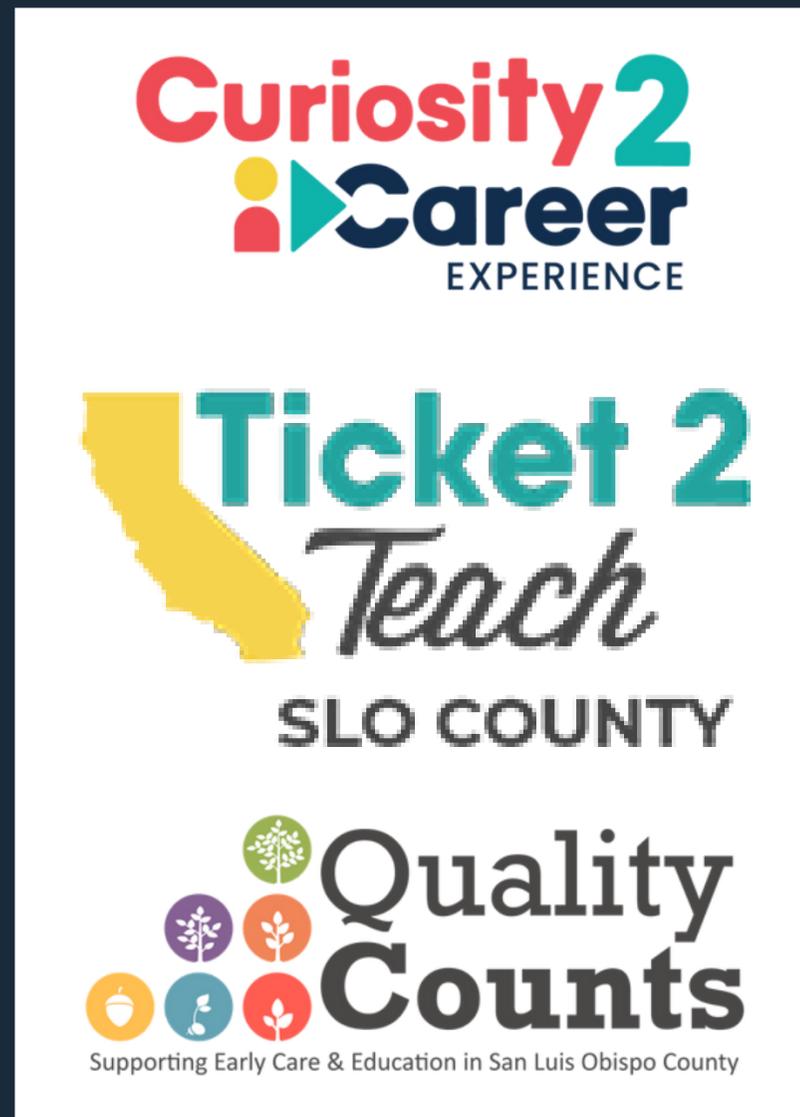
CAPSLO Child Care Resource Connection plays a vital role in **building early care and education supply and supporting early care & education workforce** in SLO County.

Through comprehensive training and support programs.



Local Solutions: ECE Career Pathways

Exploring opportunities in early education



Meaningful Careers

Early childhood education offers **rewarding careers**, allowing individuals to make a profound impact on children's development and learning.

Advancement Opportunities

ECE provides diverse **career progression** paths, enabling professionals to pursue specialized roles, leadership positions, and further education in the field.

Local Solutions: Family Friendly Workplace Initiative



**San Luis Obispo County
Family-Friendly Workplaces**



San Luis Obispo County Family-Friendly Workplaces strengthens the early care and education system by promoting policies that support working families, flexible schedules, and caregiver well-being. By valuing ECE professionals as both essential workers and parents, the initiative helps attract, retain, and sustain a stable, high-quality workforce for young children.



Helping California Families Find Trusted Child Care



With connection with local licensed child care providers and other resources, we can help you find high quality and affordable child care.

Specific Asks for Support

Workforce Development

We recommend inclusion of Early Education and Care Workforce data in the San Luis Obispo County State of the Workforce Report.

We are seeking **collaboration and resources** to enhance training programs and sustain the ECE workforce in our community.

Advocacy

We urge **participation** in the Uplift Child Care Coalition as we facilitate shared learning and activate regional advocacy.

Family Friendly Workplace

We encourage **participation** in the Family Friendly Workplace Assessment. Find where your organization stands and how you can expand the benefits of a family friendly workplace.

We look forward to connecting

SHANA PAULSON
spaulson@capslo.org

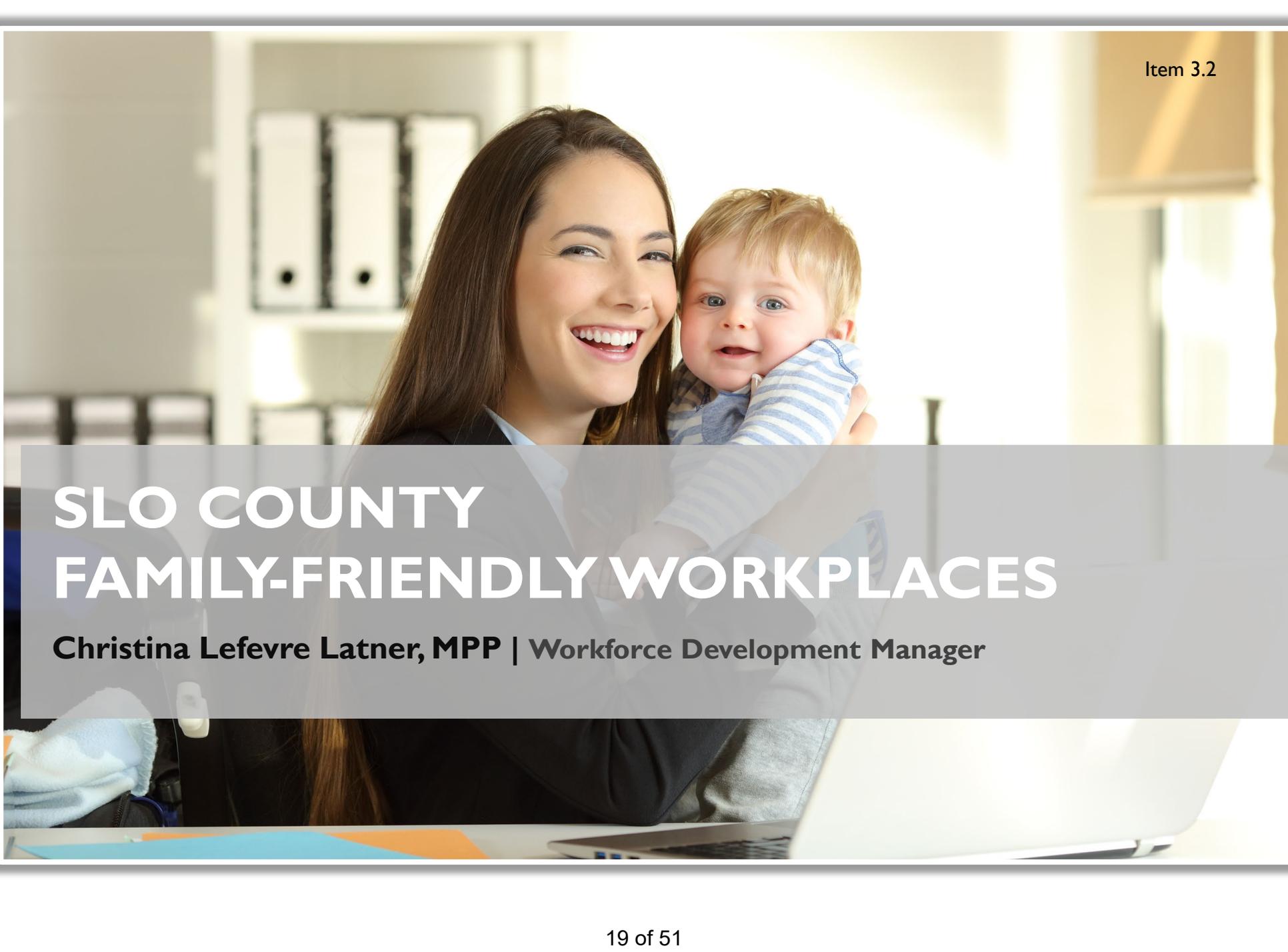
WENDY WENDT
wwendt@first5slo.org

RAECHELLE BOWLAY
rbowlay@slocoe.org



MAGGIE PAYNE
mpaynes@first5slo.org



A smiling woman with long dark hair, wearing a dark blazer over a light blue shirt, is holding a young child with light hair and blue eyes. They are in an office environment with a laptop and shelves in the background. A semi-transparent grey box is overlaid on the image, containing the title and speaker information.

SLO COUNTY FAMILY-FRIENDLY WORKPLACES

Christina Lefevre Latner, MPP | Workforce Development Manager



**San Luis Obispo County
Family-Friendly Workplaces**

What is?

- ***PROVIDE...*** Resources & support to businesses **throughout** SLO County free of charge
- ***PURPOSE?*** Help businesses attract and sustain strong, inclusive local workforce through **implementation of family-friendly workplace practices.**
- Funded by First 5 SLO County

WHY SUPPORT FAMILY -FRIENDLY BENEFITS?

IT'S BUSINESS *SMART!*

By supporting working parents, businesses can:

- **STAND OUT** in the competition for workers
- Increase the effectiveness of recruitment efforts
- Increase employee retention
- Maximize employee productivity
- Increase loyalty and morale

Employees who feel family responsibilities are valued by employers are:

- More successful in balancing work and family life
- More satisfied with their jobs
- More loyal and committed to their employers
- More likely to remain with their employers



GET NOTICED!

FAMILY-FRIENDLY WORKPLACES ASSESSMENT & AWARD

- **ASSESSMENT:** Measure how family-friendly you are, opportunity to learn & help you know if you are following current laws. **More than 400 orgs assessed!**
- **AWARD:** Seeks to recognize employers & support orgs that adopt family-friendly practices. **Over 350 awards granted.**
- **RECOGNITION:** Announce winners @ **GMSLO (250)**, Certificate, Digital Seal, inclusion in-- Press Releases, Email Announcements,



2026 Awards
Deadline December 31st

How do I learn more?

WEBSITE, TOOLKIT, & ASSESMENT

SLO County Family-Friendly Workplaces Website:

www.slofamilyfriendlywork.org

- Assessment/Award App
- Award Info & Current Awardees
- Toolkit: Learn about many FFWP practices available, information on current state & federal laws in place to support families...



SAN LUIS OBISPO COUNTY
FAMILY-FRIENDLY WORKPLACES

THANK YOU!



Questions?

Christina Lefevre Latner, MPP

Workforce Development Manager

SLO County Family-Friendly Workplaces Program

Email: christina@slofamilyfriendlywork.org

Phone: (805) 286-2490

**WORKFORCE DEVELOPMENT BOARD
of San Luis Obispo County**

WORKFORCE DEVELOPMENT BOARD MEETING MINUTES

Date: Thursday, November 06, 2025
Time: 9:10 AM
Location: Courtyard Marriott-Estero Bay Room
1605 Calle Joaquin, San Luis Obispo, CA 93405

Present: Isiah Gomer, Josh Cross, Ian Journey, Cheryl London, Justin McIntire, Veronica Orozco, Angela Rayfield, Ryan Stanley, Angela Toomey
Absent: William Hills, David Baldwin, Danielle McIntire, Julie Sinton Pruniski, Mark Simonin, Verena Latona-Tahlman, Patrick Woolpert
Guests: Christina Kuhn, Aaron Moon, Chelsea Kuhns, Addison Gregory, Molly Wilson, Andriy Moskalyk, Jennifer Campos, Valerie Macias
Staff: Dawn Boulanger, Diana Marin, Eddie Hernandez

1. Call to Order and Introductions:

Chairperson Isiah Gomer called the meeting to order at 9:10 AM **Quorum reached**

2. Public Comment:

Chairperson Gomer: No public comment

3. Presentations

3.2 SLO Cal Careers Business Services

4. Consent Items:

4.1 Approve the September 18, 2025, Minutes

Board minutes were approved with the following amendments:

- Last name spelling error to Patrick Woolpert has been corrected
- Public Comment Item has been updated to correctly reflect Vice Chair Hills and not Chair Gomer.

The Board approved consent items 4.1 in a single motion

Motion: Veronica Orozco

Second: Cheryl London

Motion Passed Unanimously

Public Comment: N/A

5. Action Items:

5.1 Review and Approve the Workforce Development Board Meeting Schedule for Calendar Year 2026

Eddie Hernandez (staff) presented this item to the WDB, which attachment is available and part of the agenda packet.

2026 meeting schedule was approved with the following amendment:

2026 WDB Meetings location has been corrected to reflect TBD

Motion: Justin McIntire

Second: Josh Cross

Motion Passed Unanimously

Public Comment: N/A

Agenda Items #6 & #7 were not addressed during the meeting.

8. Adjournment:

Chairperson Gomer: Meeting adjourned at 9:40 AM

9. Next Meeting:

February 05, 2026

8:30 – 10:30 AM

Location: TBD

I, Eddie Hernandez, Clerk of the Workforce Development Board of San Luis Obispo, do hereby certify that the foregoing is a fair statement of the proceedings of the meeting held on Thursday, November 06, 2025, by the Workforce Development Board of San Luis Obispo County.

Eddie Hernandez, WDB Program Review Specialist

Dated: 11/19/2025

**Workforce Development Board
CONSENT ITEM
February 05, 2026**

AGENDA ITEM NUMBER: 4.2

ITEM: Review and approve WDB member appointment

ACTION REQUIRED: It is requested that the WDB approve the nomination of Dr. Aubrey Priest to the Education Partner seat and authorize staff to submit this WDB member nomination to the San Luis Obispo County Board of Supervisors for appointment to the WDB.

SUMMARY NARRATIVE:

The composition of the WDB is dictated by section 107 of the Workforce Innovation and Opportunity Act (WIOA) (2014) which specifies business (which must comprise the majority of members), local education, local labor, economic development, and other mandated partner membership categories. Members holding more than one seat on the WDB is expressly allowed by WIOA Section 107. The WDB currently has 2 seat vacancies which are detailed below:

WDB Member Seat Representation	Current #'s	Required #'s	Vacancies
Business Members <i>(minimum 51% majority)</i>	9	10	1
Local Educational & Training Entities	1	2	1
Labor/Workforce Representatives <i>(minimum 15% Labor & 20% Combined)</i>	3-Labor 1-W.R.	3-Labor 1-W.R.	0-Labor 0-W.R.
DOR Mandated Partner - Vocational Rehabilitation	1	1	0
EDD Mandated Partner	1	1	0
Economic Development	1	1	0
Total # of WDB Seats <i>(Members May Hold 2 Seats)</i>	17	19	2
Total # of WDB Members	16	18	2

*Vacancy addressed via action today: 1 Local Educational & Training Entity seat

This item recommends one applicant for appointment to a vacant Local Educational & Training Entity seat. Upon appointment of this member to this vacant seat, the WDB of San Luis Obispo County will have one (1) remaining vacancy.

Dr. Aubrey Priest is a Dean of Instruction at Cuesta College. In this role, Dr. Priest oversees an array of academic programs including skilled trades, nursing, allied health, kinesiology, athletics, and technology. Dr. Priest brings experience in workforce development and engineering programs, previously holding positions at CSU Stanislaus, CSU Long Beach, Bakersfield College, and is familiar with issues of workforce development as Cuesta College regularly plans and executes workforce training. Cuesta College also works with community partners in the development of training programs to assist job seekers. Along with understanding workforce challenges that we face in our community, Dr. Priest's expertise in management and education will be a great asset to the success of our local workforce development board and programs.

BUDGET/FINANCIAL IMPACT:

No current fiscal impact

STAFF COMMENTS:

Dawn Boulanger, Director of the Workforce Development Board of San Luis Obispo County, recommends the approval of the appointment of Dr. Aubrey Priest to the Workforce Development Board. Upon approval, staff will submit a recommendation for appointment to the Board of Supervisors at an upcoming meeting.



Workforce Development Board (WDB) of San Luis Obispo County Member Application

Name: Aubrey Priest Date Submitted: 1/05/2026
 Title: Dean of Skilled Trades, Innovation, Technology, Nursing and Allied Health
 Business/Organization Name: Cuesta College

Representation

Please indicate the category that you represent *(Please Select One)*:

- | | |
|--|--|
| <input type="checkbox"/> Business | <input checked="" type="checkbox"/> Education & Training |
| <input type="checkbox"/> Economic and Community Development | <input type="checkbox"/> Community Based Organization |
| <input type="checkbox"/> Labor Organization / Workforce Representative | <input type="checkbox"/> Wagner-Peyser |
| <input type="checkbox"/> Rehabilitation | |

Business partners - please indicate the industry cluster(s) that you represent *(Select All That Apply)*:

- | | |
|---|---|
| <input type="checkbox"/> Building & Design | <input type="checkbox"/> Healthcare |
| <input type="checkbox"/> Energy | <input type="checkbox"/> Biotechnology & Biomedical |
| <input type="checkbox"/> Information & Communication Technologies | Devices |
| <input type="checkbox"/> Defense, Aerospace, & Transportation Manufacturing | Other _____ |

Contact Information

Business/Organization Address: [Redacted]
 City: [Redacted] State: [Redacted] Zip Code: [Redacted]
 Phone: [Redacted] Fax: _____
 Mobile: [Redacted] City of Residence: [Redacted]
 Email Address: [Redacted]
 Website Address: [Redacted]
 Business License Number: [Redacted]
 Assistant: [Redacted] Phone: [Redacted]
 Email Address: [Redacted]

Business Related Questions

Please answer the following questions and attach any additional pages if necessary:

- Number of current employees: [Redacted]
- Number of years with current business/organization: [Redacted]

3. Number of years in business in San Luis Obispo County: 4 mos.
4. Please describe the nature of your business and your position:
I am the Dean of the skilled professional programs at Cuesta College focused on the developing impactful careers to service SLO County
the region.
5. Please list your current chamber and association memberships, the duration of each membership and the positions you currently hold:
Current member of the SLO Chamber of Commerce (4 mos.). The university has an active membership.
6. Please list any professional award(s) or recognition you have received within the last 5 years:

7. As a member of your business with optimum policy authority, please describe your responsibilities within your organization:
As Dean of Cuesta College, my primary responsibilities include providing strategic academic leadership, overseeing curriculum
development, and program quality, and ensuring educational offerings meet the evolving needs of students and the community.

References

Business Reference:

Name: Jason Curtis Title: Vice President of Instruction
 Company: Cuesta College Phone: _____

Personal Reference:

Name: Joseph Correia Phone: ██████████
 Relationship: Long time friend

Other Reference:

Name: Carlos Moreno Phone: ██████████
 Relationship: Colleague-Fellow Dean

Please provide a letter of recommendation (*if applicable*):

- If you are a business member, please include a letter of recommendation for appointment to the WDB of San Luis Obispo County from your Chamber of Commerce or other organization, such as the Human Resources Association of the Central Coast (HRCC).
- If you are representing a labor organization, please include a letter of recommendation from the Central Labor Council affirming that you have been recommended, by popular vote, for a labor position on the WDB of San Luis Obispo County.

San Luis Obispo WDB Related Questions

Please answer the following questions and attach any additional pages if necessary:

1. Please list any areas in which you are currently involved in workforce development:
Currently exploring apprenticeship and program expansion opportunities in the region
-

- 2. What experience in the areas of fundraising, budget analysis, workforce policy development, youth services, knowledge of the labor market, and community involvement or linkages with educational agencies do you bring to the WDB Of San Luis Obispo County, as applicable?

Two decades of experience in budget analysis and youth services, extensive experience in workforce development and community involvement and labor market analysis. Former Vice Chairman of the Stanislaus County Workforce Development Committee

- 3. Does your organization utilize the SLO Cal Careers Center (formerly theAmerica’s Job Center of California (AJCC))? _____ If so, which services? (i.e. recruitment, job posting, labor market information)

Cuesta College utilizing SLO Cal Careers also known as Eckerd primarily to support recruitment efforts for students after completing studies at Cuesta.

- 4. What do you think are the critical workforce issues in our region?

Multiple issues are impacting the regional workforce, including; housing affordability, heathcare workforce shortages and livable wage attainment.

- 5. Why do you wish to serve on the WDB of San Luis Obispo County?

A Dean I oversee many of the training that directly address SLO County's critical workforce shortages including healthcare, construction and the technical fields. Serving on the WDB enables Cuesta College to strengthen partnerships with local employers to align curriculum, and industry needs.

Signature and Acknowledgement

I formally request that consideration be given to my nomination for appointment to the Workforce Development Board of San Luis Obispo County. I, the undersigned, certify that the information on this application is true and correct to the best of my knowledge and that, if appointed to serve, I will do so to the best of my ability and in the best interest of San Luis Obispo County and its citizens.

Signature: Aubrey Priest

Digitally signed by Aubrey Priest
Date: 2026.01.05 09:54:55 -08'00'

Date: 01/05/2026

Workforce Development Board
ACTION ITEM
February 5, 2026

AGENDA ITEM NUMBER: 5.1

ITEM: Review and Approve Revisions to Local Policy 12-19 Stipends and Incentive Payments Policy

ACTION REQUIRED: Approve revisions to Local Policy 12-19 Stipend and Incentive Payments Policy.

SUMMARY NARRATIVE:

California EDD Workforce Services Directive (WSD) 23-08 allows for the provision of stipends and incentive payments in the Workforce Innovation and Opportunity Act (WIOA) Adult, Dislocated Worker, and Youth programs. The policy revisions expand the allowable use of participant payments by permitting the provision of both stipends and incentive payments across all WIOA programs.

The update policy clarifies that stipends and incentive payments may be provided to eligible participants based on program participation and achievement of established milestones, subject to the availability of funds and local policy limits. This change is intended to promote equitable access to supportive financial assistance, enhance participant engagement, and support successful program completion across all WIOA programs.

The revised policy ensures local compliance with state guidance while maintaining fiscal oversight and consistency in participant payments.

BUDGET OR FINANCIAL IMPACT:

Stipend and incentive payments are included in the service provider contract and budget as an allowable expense. Service provider is responsible for managing the funds within that budget.

STAFF COMMENTS:

The Administrative Entity recommends the WDB approve the attached Local Policy 12-19.



COUNTY OF SAN LUIS OBISPO
DEPARTMENT OF SOCIAL SERVICES
WORKFORCE DEVELOPMENT BOARD

3433 South Higuera Street, P.O. Box 8119, San Luis Obispo, CA 93403-8119
(P) 1-805-781-1908

POLICY NO: 12-19
TO: Service Providers
FROM: Department of Social Services
EFFECTIVE: January 01, 2020; REVISED: February 2026
SUBJECT: WIOA Participant Stipends and Incentive Payments

REFERENCES:

- WIOA (Public Law 113-128)
- 20 Code of Federal Regulations (CFR) Part 6810, 681
- 2 CFR Part 200 (Uniform Guidance)
- EDD Directive 23-08, Stipends and Incentive Payments

PURPOSE:

The purpose of this policy is to provide guidance regarding the provision of stipends and incentive payments for eligible participants enrolled in the Workforce Innovation and Opportunity Act (WIOA) programs and other state-funded workforce programs in accordance with state and federal guidance.

DEFINITION:

Stipend – A fixed payment provided to a participant to help offset costs associated with participation in training or workforce activities that require a substantial and ongoing time commitment. A stipend is not a wage and does not create an employer-employee relationship.

Incentive Payment – A payment issued to a participant as recognition for achievement of specific, documented milestones or outcomes related to education, training, employment, or career advancement. Incentive payments are considered awards, not compensation.

POLICY:

Stipends and incentive payments may be provided to eligible program participants, subject to available funding. Each participant is limited to a maximum stipend of \$950 and a maximum incentive payment of \$650 per enrollment cycle.

Stipends and incentive payments are not an entitlement and are subject to funding availability and programmatic approval.

Stipends and incentive payments may not be used in lieu of wages for any workforce service or activity.

Stipends

Activity Requirements

Stipends may be issued to support participation in approved activities, including: occupational skills training, pre-apprenticeship or apprenticeship preparation, work-based learning or structured training activities, or other intensive program activities requiring a substantial time commitment.

For purposes of this policy, substantial time commitment generally refers to activities requiring consistent participation over multiple weeks or months, as determined by the Service Provider and documented in CalJOBS.

Required Documentation

At a minimum, the participant CalJOBS files must include:

- Description of the activity requiring the stipend
- Frequency and duration of participation
- Written justification for why the stipend is being provided
- Explanation of how the stipend supports successful participation
- Description of how the stipend amount was determined and why it is reasonable and necessary.

Appropriate CalJOBS activity codes must be recorded to reflect the issuance of stipend payments. Case notes and activity codes must be entered within 5 days of participant receipt of the stipend payment.

Incentive Payments

Payment Requirements

Incentive payments may be issued for achievement of pre-established and WDB approved milestones, including completion of training or program components, attainment of industry-recognized credentials, educational achievements, or employment placement or job retention outcomes.

Determination of Amount

Incentive amounts must be established prior to achievement, tied to specific and measurable milestones, and be reasonable and consistent.

Incentive payments shall not be issued retroactively for milestones achieved prior to WIOA enrollment or prior to WDB approval of incentive criteria.

Required Documentation

At a minimum, participant CalJOBS files must include:

- Documentation of the milestone or outcome achieved
- Verification of achievement
- Alignment with the participant's IEP/ISS
- Justification for why the incentive is being provided
- Description of how the incentive amount was determined and why it is reasonable and necessary.

Appropriate CalJOBS activity codes must be recorded to reflect the issuance of incentive payments. Case notes and activity codes must be entered within 5 days of participant receipt of the incentive payment.

Eligibility Requirements

For stipends, participants must:

- Be enrolled in a WIOA Title I or applicable state-funded workforce program
- Be actively participating in an approved activity requiring substantial time commitment
- Meet all funding source eligibility requirements
- Have the stipend documented in the Individual Employment Plan (IEP), Individual Service Strategy (ISS), or equivalent case plan.

For incentive payments, participants must:

- Be enrolled in a WIOA Title I or applicable state-funded workforce program
- Achieve a documented, pre-established milestone or outcome
- Meet all funding source eligibility requirements
- Have the incentive documented in the Individual Employment Plan (IEP), Individual Service Strategy (ISS), or equivalent case plan.

Service Provider Responsibilities

Service Providers shall develop written internal policies and procedures governing stipends and incentive payments and must receive prior written approval from the WDB Program Manager before implementation. The Service Provider shall submit proposed policies and procedures by no later than August 1st of each program year. Failure to submit yearly updates may result in any recommended changes not being approved.

At a minimum, these policies and procedures must:

- Clearly distinguish between stipends and incentive payments
- Identify eligible program activities and milestones

- Explicitly spell out stipend and incentive payment amounts or schedules
- Describe eligibility criteria and issuance procedures
- Address documentation, fiscal controls, and participant notification
- Align with WIOA, WSD 23-08, and this Local Policy

Payments shall be made equitably to all program participants who meet established criteria. Payments shall not be issued for entertainment-related costs.

All stipend/incentive payments and collection of back-up documentation (i.e., credentials, certificates, timesheets) will be the sole responsibility of the Service Provider. Service Provider must ensure:

- a. Payment records will be maintained, completed and readily available for monitoring or audit reviews.
- b. Participant records and financial records will meet the standards for financial management and participant data systems.
- c. Records will be maintained in accordance with records retention requirements.

Service Provider shall ensure that the total expenditures for each participant do not exceed allowable limits and are within the approved budget.

Should gift cards be offered as an option for payment of incentives, Service Provider must ensure the use and purchase of gift cards complies with restrictions identified in 2 CFR Part 200, Uniform Guidance.

Failure to secure and maintain appropriate documentation for expenditures may result in questioned or disallowed costs.

Availability of Funding

Service Providers shall manage their budget to provide services throughout the program year to participants who meet the criteria for receipt of stipend and incentive payments based on planned incentives.

ACTION:

All WIOA Service Providers shall comply with this policy. This policy will remain in effect from the date of issue until such time that a revision is required.

INQUIRIES:

Any questions regarding this policy may be directed to the DSS WIOA Program Manager at 805-781-1838.

Workforce Development Board (WDB) Approval Required? Yes X No

Initial approval date: 10/09/2019

WDB revision approval date: 02/05/2026

DRAFT



NON-WIOA SPECIAL GRANTS

PERFORMANCE DASHBOARD

Item 6.1

PY 2025-26

2nd Quarter

10/01/2025 – 12/31/2025

To perform successfully, a provider must meet 100% of contractual requirements (e.g., enrollments, work-based learning, exits, performance outcomes (placement in employment, post-secondary education, etc.).

STATUS SUMMARY

PROGRAM/GRANT	PROVIDER	BUDGET	OUTCOMES	NOTES
High Road Construction Careers (HRCC): Resilient Workforce Funds (RWF)	Eckerd	Watch list	Watch list	92% into contract term
Prison to Employment (P2E) 2.0	Eckerd	Watch list	Meeting expectations	50% into contract term
Regional Equity and Recovery Partnership (RERP)	Eckerd	Watch list	Watch list	50% into contract term
Regional Equity and Recovery Partnership (RERP)	Cuesta College Continuing Education	Needs Improvement	Watch list	50% into contract term
Regional Equity and Recovery Partnership (RERP)	Lucia Mar Unified School District Adult Education	Needs improvement	Needs Improvement	50% into contract term
Regional Equity and Recovery Partnership (RERP)	Templeton Adult School	Needs Improvement	Needs improvement	50% into contract term
Regional Equity and Recovery Partnership (RERP)	San Luis Coastal Adult School	Needs Improvement	Needs Improvement	50% into contract term

Q2 PERFORMANCE OVERVIEW

PY 2025-26
2nd Quarter
10/01/2025 – 12/31/2025

Overall Performance:

Quarter 2 (October 1 – December 31, 2025) reflects steady activity across programs, with several contracts identified for improvement through corrective action plans.

HRCC Program:

- Status: **Watch List** in both budget and outcomes.
- Key challenges: Enrollment goal met. Outcomes of entered registered apprenticeship or training-related employment unmet. Budget slightly under expended, however corrective action plan in place to increase final expenditures by end of grant term 3/31/26.
- Root causes: challenges aligning MC3 pre-apprenticeship training graduations with testing/open recruitment of various construction trades apprenticeship programs. Limited opportunities for entry-level work in local construction industry.
- Corrective actions: Fiscal corrective action plan in place to increase expenditures through additional outreach opportunities including a construction trades career fair and bus tour of local trades apprenticeship programs.

Prison to Employment Program

- Status: **Watch List** for budget. **Meeting Expectations** for entered employment outcomes; enrollment goal met.
- Root causes: Under-expenditures primarily due to below anticipated participant engagement in paid work experience activities.
- Corrective actions: Consideration of budget modification to move funds from work experience to needed activities/services.

Regional Equity and Recovery Partnership (RERP) -Eckerd:

- Status: **Watch List** in both budget and outcomes.
- Key challenges: Delay in staffing career coach position for this program.
- Corrective actions: Program is now adequately staffed. Corrective action plan in place to meet enrollments, service delivery and fiscal expectations.

Regional Equity and Recovery Partnership (RERP) - Cuesta:

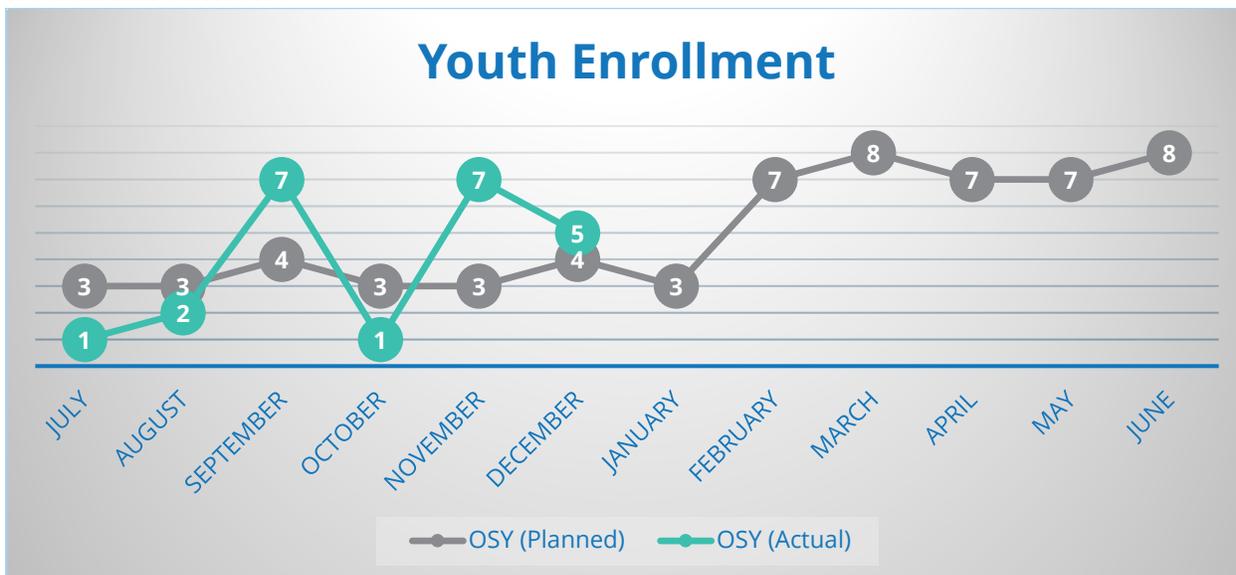
- Status: **Needs Improvement** in budget; **Watch List** for outcomes.
- Root causes: Delay in implementation of program.
- Corrective action: Digital Literacy Training classes are now in progress. Continued and additional classes planned to be offered which will align with meeting expenditures. Training/clarification has been provided regarding invoice documentation requirements. Expenditures anticipated to be on track Q3 as YTD expenses are invoiced and processed for payment.

Regional Equity and Recovery Partnership (RERP) – Adult Education School Districts:

- Status: **Needs Improvement** in both budget and outcomes.
 - Lucia Mar Unified School District – challenges meeting County invoice documentation requirements. Provider requested to terminate contract.
 - Templeton Adult School - Challenges in program implementation (finding instructor). Provider requested to terminate contract.
 - San Luis Coastal Adult School – Challenges in program implementation (finding instructor). Corrective Action Plan in place to implement Digital Literacy Training in Q3.

Program Year 2025-2026, Second Quarter Eckerd Youth Contract Performance Report

Youth Enrollment



A total contract goal of **60** new youth enrollments was planned for PY 2025-26.

Enrollment Summary:

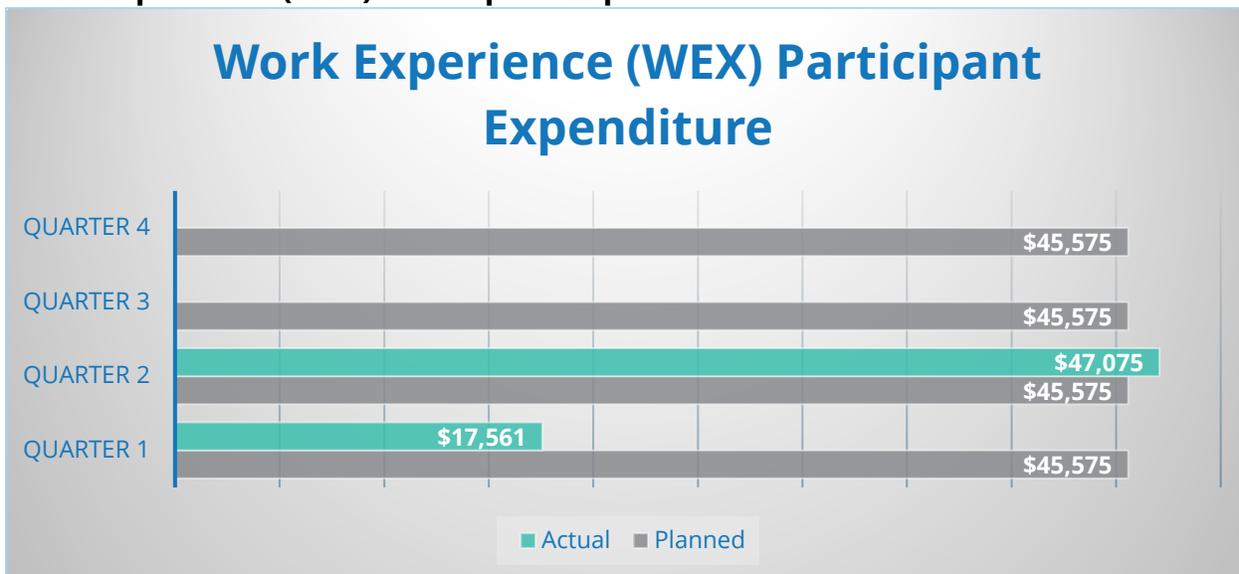
In Q2 the Eckerd Youth team enrolled 10 new participants into WIOA youth services, meeting their goal of 10 for the quarter. The team is on track to meet contract enrollment goals.

Outreach Summary:

During Q2, Eckerd’s program outreach efforts increased throughout the county as the team added a third Career Coach and Outreach Specialist. The increased staffing capacity allowed consistent community presence, coordinated outreach and timely follow-up with prospective participants.

Outreach, community engagement and presentations took place at the Paso Robles Housing Authority, Atascadero Library, Cal Poly Orfalea College of Business, 5CHC, Lucia Mar School District schools, TMHA and Cuesta College

Work Experience (WEX) Participant Expenditure



Total WEX includes staff and participant costs. The WEX expenditure goal is to meet a minimum of \$182,299 for PY 2025-26.

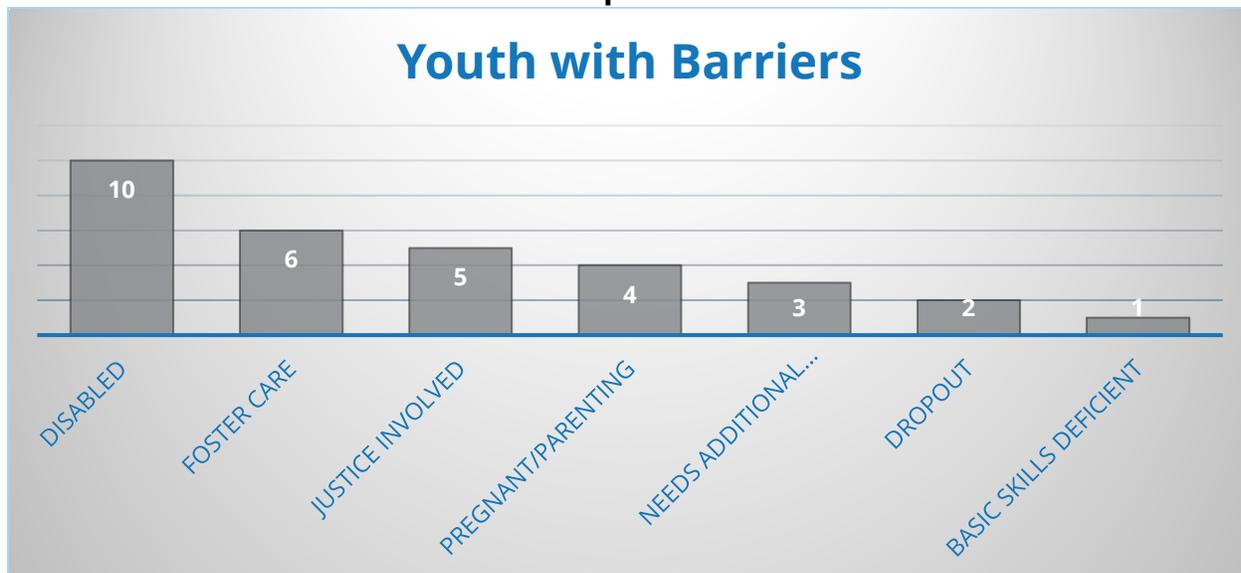
Second Quarter Work Experience Placements

Employers	Occupation	Hourly Rate
Spare Time Books	Business Development Intern	\$19.50
Pi Whole Pizza	Food Preparation/Service	\$17.00
Architectural Iron Works	Glazier and Installer Apprentice	\$17.00
Beauty and the Barber	Salon Assistant	\$20.00

Work Experience (WEX) Summary:

During Q2 of PY 2025–26, four participants were placed in Work Experience (WEX) positions with local employers, including Spare Time Books, Pi Whole Pizza, Architectural Iron Works, and Beauty and the Barber. Hourly wages were all over minimum wage, supporting skill development in customer service, sales, and administrative roles. Total WEX expenditures missed the Q2 goal. Eckerd is not currently on track to meet the required WEX expenditures for this fiscal year. A corrective action plan is underway to get on track by the end of the PY.

PY 2025-26 Enrolled Youth Barriers Report



Barriers Summary:

At the end of Q2, a total of 31 youth participants reported barriers to employment or education. Identified barriers included disability, foster care status, justice involvement, parenting or pregnancy, need for additional assistance to achieve education or employment goals, dropout, and basic skills deficiency.

GAIGE'S

WIOA YOUTH SUCCESS STORY



POWERED BY



Gaige was introduced to Eckerd Connects in September of 2024. He was unemployed and struggling to find work in his field of interest, Technology and IT Support. Gaige was willing to work hard and successfully completed his work readiness portfolio - including his resume, cover letter, mock interview and career exploration. He worked with his Career Coach to find job opportunities in San Luis Obispo County and took the initiative to begin applying on his own.

Within 2 months of joining the program and completing his work readiness portfolio, Gaige obtained a direct hire at Best Buy, working part-time on the Geek Squad. After speaking with his Career Coach, Gaige expressed interest in continuing to work with the WIOA Youth Program to obtain a full time work experience with an IT Company and enter into training through the WIOA Adult Program. Due to his dedication and commitment to his goals, Gaige and his Career Coach found a work experience opportunity at Alltech Computers, as a Customer Service and Technician Support representative. Gaige eagerly accepted the job and began working full time. Gaige successfully completed his work experience at the end of 2025 and was offered a full time, unsubsidized position as a Computer Technician at Alltech upon his completion. Gaige showed great dedication, commitment and time management skills throughout his work experience. He expressed his gratitude for this program and the hands-on experience he obtained..

In addition to Gaige obtaining full time employment, he is also in the process of entering additional IT training through the WIOA Adult program to further his knowledge and employability skills. Gaige has taken the initiative to pick out a program he would like explore on the ETPL list and is planning to obtain his CompTIA+, Network+, and Security+ Certifications.



" I am grateful for this job opportunity and the hands on experience I am learning in the tech field. I am excited I was hired on full time!"



Services provided by:



Workforce Development

THIS WIOA TITLE I FINANCIALLY ASSISTED PROGRAM OR ACTIVITY IS AN EQUAL OPPORTUNITY EMPLOYER/PROGRAM. AUXILIARY AIDS AND SERVICES ARE AVAILABLE UPON REQUEST TO INDIVIDUALS WITH DISABILITIES. CALIFORNIA RELAY SERVICE (CRS) 711 OR 1-800-735-2922 (ENGLISH) OR 1-800-855-3000 (SPANISH).

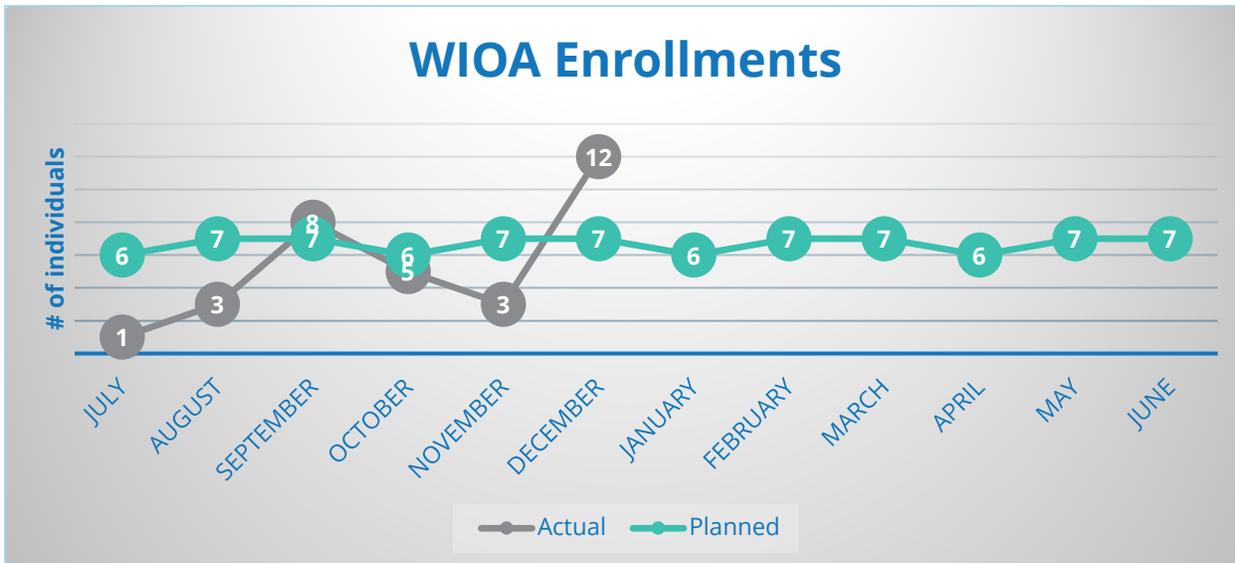


Program Year 2025-2026, Second Quarter
 Adult & Dislocated Worker Services/Career Center Contract
 Performance Report

In-person customer visits to SLOcal Career Center



WIOA Enrollments



A total contract goal of 80 new career service enrollments was planned for PY 2025-26.

Visits & Enrollment Summary:

The SLO Cal Career Center recorded 734 customer visits in Q2, lower than the 1086 visits during the same period last year. The decline is likely due to the temporary relocation to its current site at 3563 Empleo Street and EDD meeting customer at their Broad Street location as well. Despite this, Eckerd outreach efforts remained effective in driving customer engagement and minimizing the impact of the move.

Customer visits included DSS General Assistance recipients utilizing the resource room for job searches, as well as job seekers accessing universal career services such as the resource room, job board, and work readiness workshops.

In Q2 Eckerd enrolled 20 new job seekers into WIOA services, however due to the under-enrollments from Q1, total participant enrollments through Q2 were under the planned enrollments. Plans are in place to increase enrollments in Q3 to meet the contracted annual targets.

Outreach Summary:

During Q2 Eckerd staff participated in a variety of community events, presentations, and meetings with partners such as the Paso Robles Housing Authority, Post Release Offenders Meetings (PROM) and Parole and Community Team (PACT) meetings. Monthly visits to the libraries continued as did the team's participation in wrap-around services agency meetings.

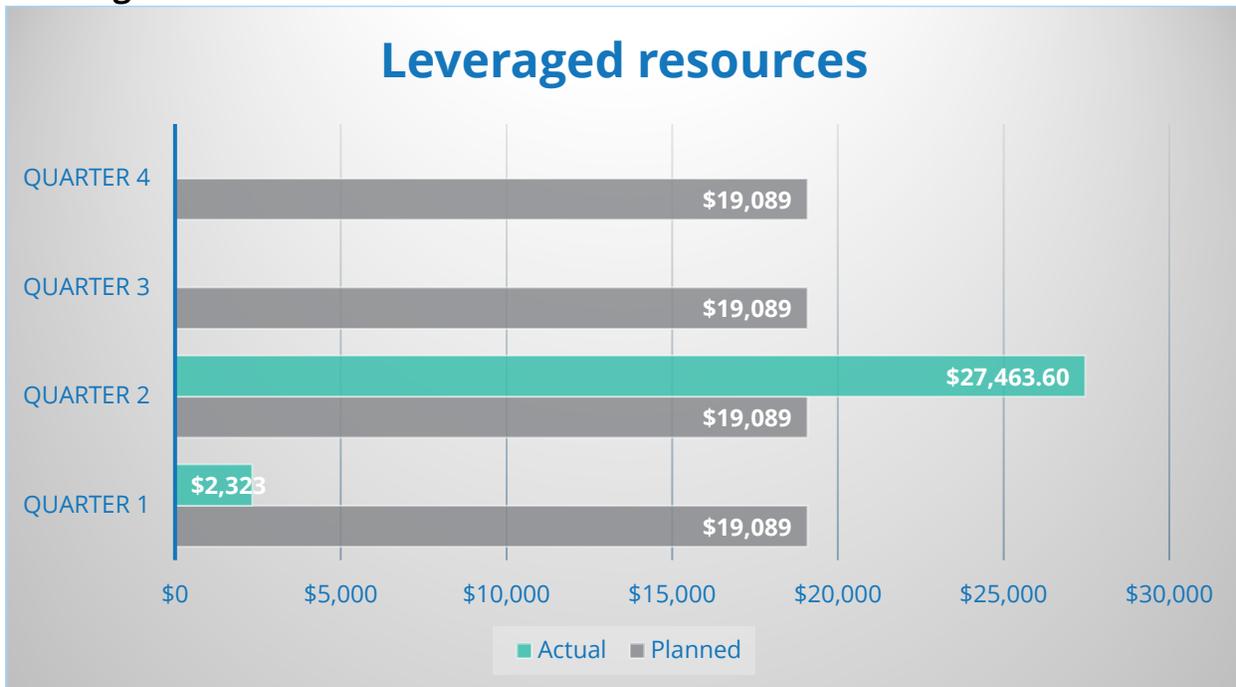
Customer Satisfaction

<i>Measure</i>	<i>Q1</i>	<i>Q2</i>
<i>Customer Satisfaction Rate (%)</i>	0%	100%
<i>Average Customer Rating (%)</i>	0%	100%
<i>Number of Responses</i>	0	10
<i>Number of Complaints</i>	0	1
<i>Feedback Response Rate (%)</i>	0%	100%
<i>Number of Improvement Suggestions</i>	0	2
<i>Positive Comments Received</i>	0	10
<i>Follow-up Satisfaction Rate (%)</i>	0%	0%

Customer Satisfaction Summary:

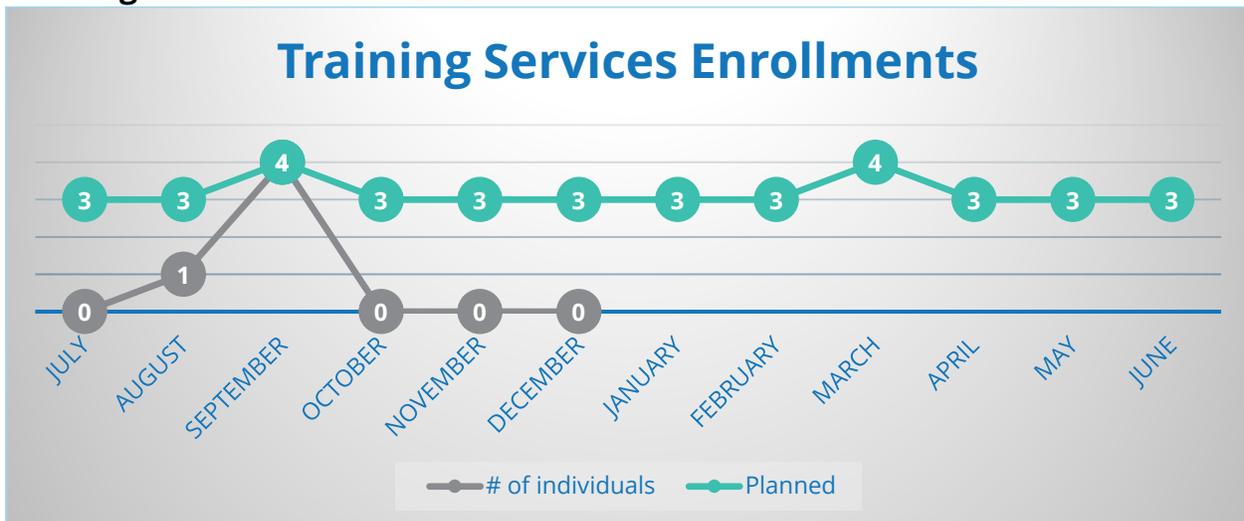
In Q2, E received 10 completed surveys, all with positive feedback; two included suggestions for improvement. Staff promoted the survey by adding the QR code and link to email signatures and encouraging completion, and E also began providing printed surveys at the conclusion of all WIOA orientations and workshops.

Leveraged Resources



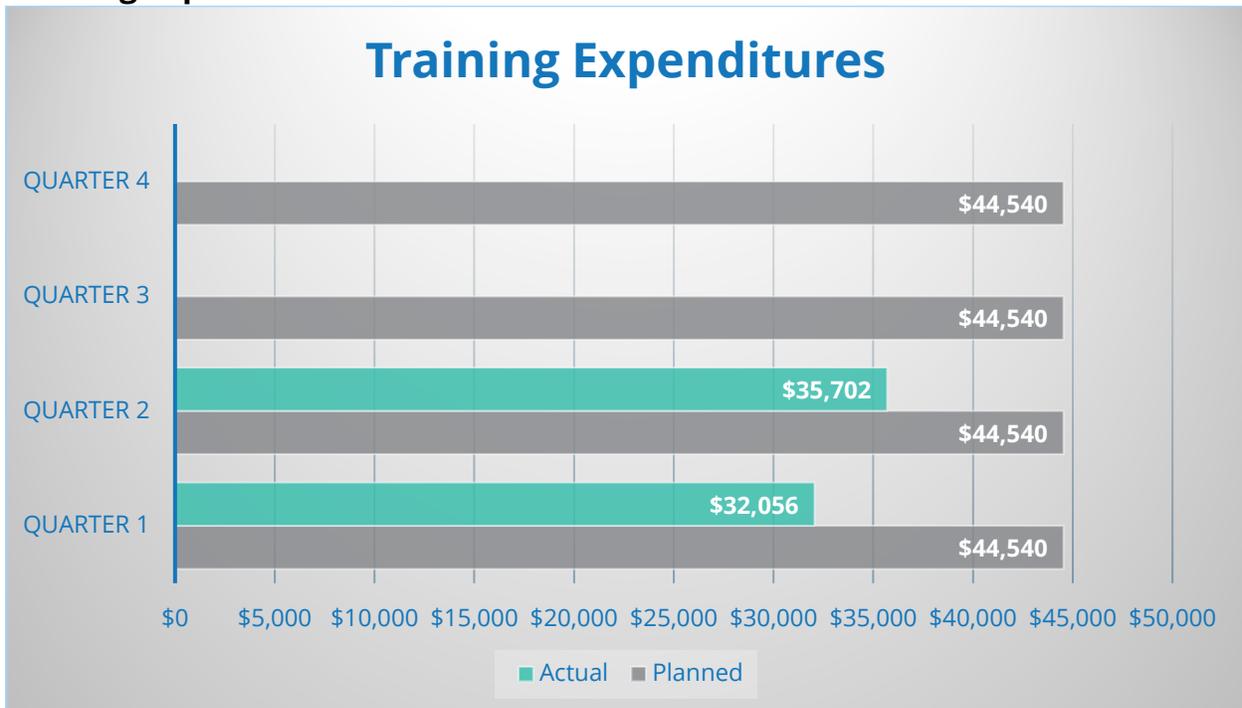
Leveraged resources are external, non-WIOA program funds that support the WIOA Adult and Dislocated Worker programs in meeting the state participant training expenditure requirement. Up to 10% of the annual expenditure requirement may be satisfied through leveraged funds. The PY 2025-26 leveraged resources contract goal is \$76,354.

Training Services Enrollments



The numbers in *Planned* and *Actual* represent totals from both Adult and Dislocated Worker programs. PY 2025-26 WIOA Training enrollment goal is 38 job seekers participating in classroom training/Individual Training Account (ITA), On-the-Job Training (OJT), or Transitional Jobs (TJ) activities.

Training Expenditures



The State requires that 30% of the Adult and Dislocated Worker allocation to the County be spent on participant training, including Individual Training Accounts (ITAs), On-the-Job Training (OJT), and Transitional Jobs (TJ). Training Expenditures reflect actual invoiced participant training costs. PY 2025-26 Training Expenditures contract goal is \$178,160.

Second Quarter Training Summary:

Leverage: Eckerd is below the Q2 leveraged resource’s goal and not currently on track to meet the fiscal year target.

Training Expenditure Requirement: Eckerd is below the required training expenditure level for Q2 and remains below the year-to-date benchmark. A corrective action plan is in progress to ensure alignment with fiscal year goals.

SCOTT'S SUCCESS STORY



POWERED BY



Item 6.3a

Workforce
Development

A proud partner of the AmericanJobCenter network



Scott came to the SLO Cal Career Center powered by Eckerd Connects in August of 2024 and enrolled in the Workforce Innovation and Opportunity Act (WIOA) Adult Program. After an exploration of training opportunities, he co-enrolled in the Prison to Employment program (P2E) to take advantage of additional resources afforded to him through the P2E program.

Alongside, his Career Coach, he created an Individual Employment Plan (IEP) and began completing his goals of further developing his job readiness skills. The participant completed Career Assessments, attended workshops and worked on updating his resume.

Scott was motivated to obtain full-time employment and had previously been a Prop Setter with experience in Carpentry, Heavy Equipment Operating, Maintenance and General Construction. Scott decided that he wanted to pursue a Career as a Water Treatment Operator and began looking into training opportunities that would allow him to go to school and work at the same time.

After some research, Scott began and has since completed an online Water Treatment program. Scott was able to obtain employment at a State Hospital while completing training and is currently earning about \$4,000.00 per month as a Maintenance Worker in the Engineering Department. Scott is still waiting to take his State exam, but after he does, he is hoping to transfer into a Water Treatment position.

Scott is really proud of himself and we are proud that we were able to assist him on his journey!



gettyimag
Credit: Robert

Services
provided by:

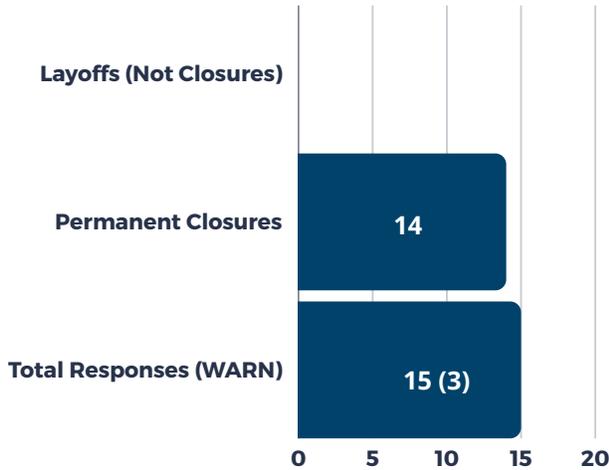


Workforce Development

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Rapid Response

PROGRAM YEAR 2025-2026

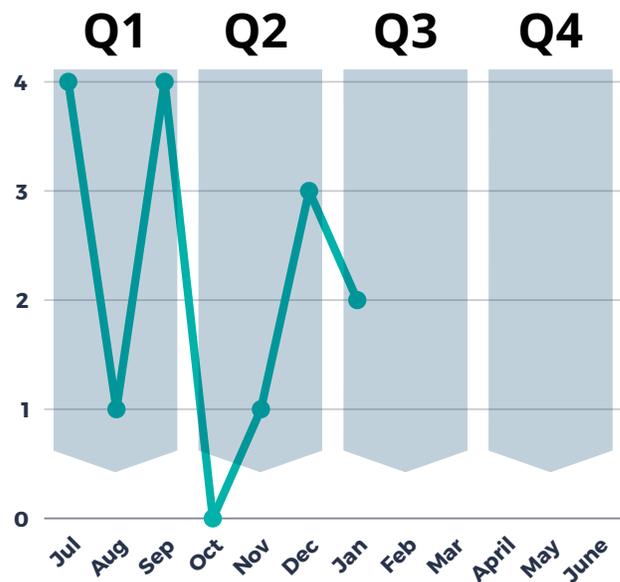


PROGRAM YEAR 2025-2026 RAPID RESPONSE SUMMARY

In program year 2025-26, fifteen (15) Rapid Responses have been conducted throughout San Luis Obispo County. All but one (1) response will result in closures. The business closures were identified via staff and WDB member referrals, media sources, and three (3) were received via WARN.

RAPID RESPONSES BY QUARTER

To date, there have been fifteen (15) responses conducted. In Q1, four (4) took place in July, one (1) in August, and four (4) in September. In Q2 there was one (1) response in November and three (3) in December. So far in Q3, there have been two (2) in January. Of the rapid responses to date, fourteen have or will result in closure.



5.7K

Unemployed civilians in San Luis Obispo County in December 2025

4.3%

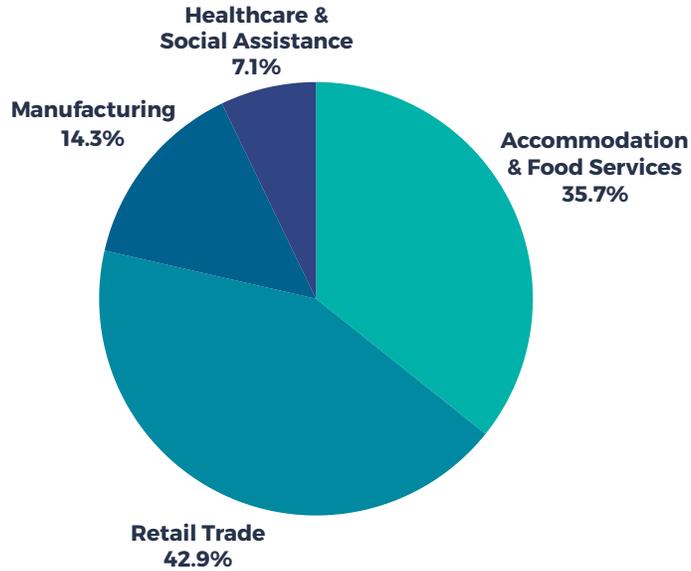
Latest Unemployment Rate in San Luis Obispo County

#8

San Luis Obispo County current rank for lowest unemployment rate in CA

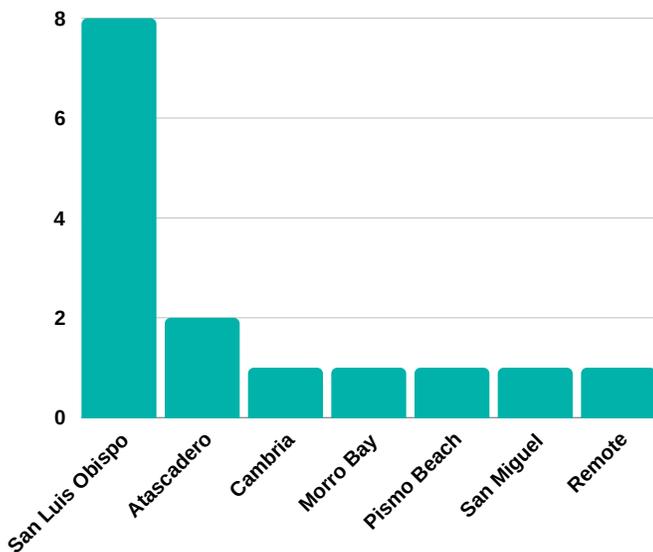
Rapid Response

PROGRAM YEAR 2025-2026



RAPID RESPONSE DATA BY INDUSTRY

Rapid Response data for the current program year indicate that the Retail Trade and Accommodation & Food Services industries have been the most impacted to date. Together, these industries accounted for nearly 80% of all responses, with six Rapid Responses conducted in the Retail Trade industry and five in the Accommodation & Food industry. Manufacturing represented just over 14% of responses, with two Rapid Responses, while Healthcare & Social Assistance accounted for 7.1%, with one Rapid Response conducted in that sector.



RAPID RESPONSE DATA BY LOCATION

Most Rapid Responses conducted to date have been for businesses located in the cities of San Luis Obispo, with eight (8). Two (2) responses took place in Atascadero. Cambria, Morro Bay, Pismo Beach, and San Miguel had one (1) response each. A (1) response was also conducted for an out-of-the-area employer with remote staff in SLO County.

Please notify our team about any business closures or layoffs at (805) 781-1908 or SLOworkforce@co.slo.ca.us

WDB FY 2025-26 Budget & Expenditures

YTD Expense thru 12/31/25

Fiscal Year 2025-2026

	Budget Narrative	Budget*	YTD Actuals	Percent Expended	Balance
DSS/WDB Staff Salary & Benefits	DSS Administrative and Fiscal cost These expenses are for DSS salaries and actual time spent on the WIOA Program. This includes WDB support, administrative support, program monitoring, contract management, procurement, state reporting, data management, and fiscal management support.	\$ 472,400	\$ 215,325.33	45.58%	\$ 257,075
DSS/WIOA Operating	Operating expenses include travel, registration, memberships, legal notices, auditing and office supplies. Also included are labor market data subscriptions, outreach, business services contracts and other WIOA system-wide projects approved by the WDB. Career Center facility rent is also included here.	\$ 431,575	\$ 94,410	21.88%	\$ 337,165
Eckerd- WIOA Youth	WIOA Title I Youth services - staffing, operations, facility and participant costs.	\$ 750,000	\$ 202,960	27.06%	\$ 547,040
Eckerd - WIOA Adult/Dislocated Worker	WIOA Title I One-Stop Operator; Adult, Dislocated Worker & Employer services - staffing, operations, and participant costs.	\$ 750,000	\$ 186,893	24.92%	\$ 563,107
Eckerd - WIOA Rapid Response	WIOA Title I Rapid Response services - staffing, operations and business engagement	\$ 100,000	\$ 7,785	21.99%	\$ 92,215
Eckerd - High Road Construction Careers: Resilient Workforce Fund (HRCC:RWF) Non-WIOA Special Grant	High Road Construction Careers: Resilient Workforce Fund (Building Trades Pre-Apprenticeship training Program) operations, staff, direct services and participant costs.	\$ 424,690	\$ 95,452	30.59%	\$ 175,982
Eckerd - Prison to Employment (P2E) Non-WIOA Special Grant	Expanded career services to justice involved individuals. Staffing, operations and participant costs.	\$ 157,599	\$ 19,871	12.61%	\$ 93,446
Eckerd - Regional Equity and Recovery Partnerships (RERP) Non-WIOA Special Grant	Supporting alignment of job seekers with community college training. Staffing, operations and participant costs.	\$ 379,796	\$ 14,618	3.85%	\$ 357,385
Adult Education - Regional Equity and Recovery Partnerships (RERP) Non-WIOA Special Grant	Digital Literacy Training	\$ 62,000	\$ -	0.00%	\$ 62,000

TOTAL:

\$ 3,528,060	\$ 837,314	23.73%	\$ 2,485,416
<i>Target thru</i>	<i>12/31/25</i>	<i>50.00%</i>	<i>month(s) elapsed</i>